United Nations ST/IC/1999/19

Secretariat

22 February 1999

Information circular*

To: Members of the staff

From: Assistant Secretary-General for Human Resources Management

Subject: **Revised base salary scales for staff in the Professional and higher categories and for staff in the Field Service category****

1. In section I.C of its resolution 53/209 of 18 December 1998, the General Assembly approved, with effect from 1 March 1999, a revised base salary scale for staff in the Professional and higher categories. The scale reflects the consolidation, on a no-gain no-loss basis, of 2.48 multiplier points into the net base salaries in effect under the previous base salary scale, which became effective 1 March 1998. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 March 1999 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. As a result of the implementation of the revised base salary scale, effective 1 March 1999, there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of the allowance.

4. In its sixteenth (1990) annual report to the General Assembly,[1] ICSC recommended, and the Secretary-General subsequently approved, that future adjustments to the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1999, to reflect (a) the consolidation of 2.48 multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

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* The present circular will be in effect until further notice.

** *Personnel Manual* index No. 3110.

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5. The revised base salary scales for staff in the Professional and higher categories and for staff in the Field Service category, effective 1 March 1999, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the end of March 1999 payroll.

Notes

[1] *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30* (A/45/30), para. 270 (e).

Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)
Effective 1 March 1999

Level		*STEPS*														
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG	Gross	151 440														
	Net D	104 662														
	Net S	94 190														
ASG	Gross	137 683														
	Net D	95 995														
	Net S	86 926														
Director			*	*	*	*	*									
D-2	Gross	112 824	115 311	117 797	120 283	122 768	125 256									
	Net D	80 334	81 901	83 467	85 033	86 599	88 166									
	Net S	73 801	75 114	76 427	77 739	79 052	80 365									
Principal Officer						*	*	*	*	*						
D-1	Gross	99 848	101 948	104 047	106 142	108 243	110 346	112 476	114 605	116 732						
	Net D	72 068	73 410	74 751	76 090	77 432	78 773	80 115	81 456	82 796						
	Net S	66 615	67 793	68 970	70 146	71 324	72 493	73 617	74 741	75 864						
Senior Officer												*	*	*		
P-5	Gross	88 099	89 975	91 875	93 775	95 674	97 571	99 471	101 371	103 269	105 169	107 067	108 966	110 878		
	Net D	64 545	65 759	66 973	68 187	69 401	70 613	71 827	73 041	74 254	75 468	76 681	77 894	79 108		
	Net S	59 963	61 075	62 142	63 208	64 273	65 337	66 403	67 469	68 534	69 600	70 665	71 730	72 773		
First Officer														*	*	*
P-4	Gross	72 631	74 438	76 257	78 085	79 917	81 743	83 573	85 403	87 232	89 060	90 898	92 756	94 606	96 459	98 311
	Net D	54 516	55 701	56 883	58 066	59 251	60 433	61 617	62 801	63 984	65 167	66 349	67 536	68 718	69 902	71 086
	Net S	50 767	51 856	52 940	54 024	55 111	56 194	57 279	58 364	59 448	60 533	61 594	62 636	63 674	64 713	65 753
Second Officer															*	*
P-3	Gross	59 386	61 057	62 731	64 400	66 088	67 782	69 477	71 174	72 867	74 564	76 275	77 994	79 711	81 430	83 148
	Net D	45 777	46 888	48 001	49 111	50 224	51 335	52 447	53 560	54 671	55 784	56 895	58 007	59 118	60 230	61 342
	Net S	42 730	43 752	44 776	45 798	46 821	47 843	48 865	49 888	50 909	51 932	52 951	53 970	54 989	56 008	57 027
Associate Officer													*			
P-2	Gross	47 805	49 265	50 721	52 180	53 636	55 098	56 594	58 087	59 585	61 080	62 573	64 071			
	Net D	37 953	38 949	39 942	40 937	41 930	42 925	43 920	44 913	45 909	46 903	47 896	48 892			
	Net S	35 598	36 501	37 401	38 302	39 202	40 105	41 021	41 934	42 851	43 766	44 680	45 596			
Assistant Officer																
P-1	Gross	36 422	37 791	39 157	40 525	41 891	43 258	44 627	46 018	47 418	48 820					
	Net D	30 044	31 001	31 956	32 912	33 867	34 822	35 779	36 734	37 689	38 645					
	Net S	28 341	29 222	30 102	30 983	31 863	32 743	33 625	34 494	35 359	36 226					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.
* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)
Effective 1 March 1999

		STEPS													
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
												*	*			
FS-7	Gross	72 133	74 038	75 955	77 883	79 811	81 743	83 677	85 604	87 536	89 465	91 415	93 372			
	Net D	54 189	55 439	56 688	57 935	59 183	60 433	61 684	62 931	64 181	65 429	66 679	67 930			
	Net S	50 466	51 615	52 761	53 905	55 048	56 194	57 340	58 483	59 629	60 773	61 884	62 982			
												*	*			
FS-6	Gross	59 818	61 567	63 319	65 066	66 838	68 614	70 386	72 165	73 934	75 717	77 516	79 312			
	Net D	46 064	47 227	48 392	49 553	50 716	51 881	53 043	54 210	55 371	56 534	57 698	58 860			
	Net S	42 994	44 064	45 136	46 205	47 273	48 344	49 413	50 485	51 552	52 620	53 687	54 752			
FS-5	Gross	50 749	52 204	53 660	55 117	56 612	58 104	59 597	61 089	62 585	64 077	65 578	67 090	68 604		
	Net D	39 961	40 953	41 946	42 938	43 932	44 924	45 917	46 909	47 904	48 896	49 889	50 881	51 874		
	Net S	37 418	38 317	39 217	40 117	41 032	41 945	42 858	43 771	44 687	45 600	46 514	47 425	48 338		
															*	*
FS-4	Gross	43 977	45 164	46 370	47 578	48 786	49 993	51 198	52 411	53 617	54 826	56 059	57 259	58 538	59 777	61 015
	Net D	35 325	36 152	36 974	37 798	38 622	39 445	40 267	41 094	41 917	42 741	43 564	44 362	45 213	46 037	46 860
	Net S	33 206	33 966	34 712	35 458	36 205	36 951	37 695	38 445	39 190	39 937	40 693	41 428	42 210	42 969	43 726
															*	*
FS-3	Gross	38 180	39 185	40 186	41 189	42 189	43 193	44 196	45 201	46 230	47 251	48 282	49 309	50 339	51 364	52 391
	Net D	31 273	31 975	32 675	33 376	34 075	34 777	35 478	36 177	36 879	37 575	38 278	38 979	39 681	40 380	41 081
	Net S	29 473	30 120	30 765	31 411	32 055	32 701	33 347	33 989	34 625	35 256	35 893	36 528	37 165	37 798	38 433
												*	*			
FS-2	Gross	33 255	34 108	34 964	35 847	36 732	37 618	38 464	39 389	40 275	41 162	42 046	42 930			
	Net D	27 785	28 403	29 024	29 642	30 261	30 880	31 471	32 118	32 737	33 357	33 975	34 593			
	Net S	26 263	26 831	27 401	27 970	28 540	29 111	29 656	30 252	30 822	31 393	31 963	32 532			
FS-1	Gross	29 079	29 804	30 548	31 297	32 047	32 800	33 552	34 301	35 054	35 831					
	Net D	24 733	25 278	25 822	26 365	26 909	27 455	28 000	28 543	29 088	29 631					
	Net S	23 463	23 961	24 460	24 959	25 458	25 960	26 461	26 959	27 460	27 960					

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